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31 AUG 1973

MEMORANDUM FOR: Deputy Director for Management and Services

SUBJECT : Office of Personnel Report - Week Ending
31 August 1973

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1. OP Skills Development Program: On 28 August 1973 [redacted] of the Psychological Services Staff lectured on motivation and performance during the morning session. Attendees at the afternoon session were divided into three groups and were asked to discuss "What's good and what's bad about the promotion system?" Comments from the groups will be passed on to the Personnel Approaches Study Group.

2. Position Management:

a. A meeting was held with officials of Africa Division to resolve differences on the field surveys. Agreement was reached on all recommendations.

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[redacted]

c. Work on IRS, OER, OBGI, OCI and OSR annual planning papers has been completed and staffing complement changes are being drafted.

3. Final Chapter -- Upward Mobility: We have now completed assignment determinations for our upward mobility group. The distribution of the 13 members of the upward mobility group is as follows: three to DDM&S, two to DDS&T, five to DDI, and three to DDO.

4. Recruitment:

a. We have received a total of 29 replies to the ad run in the Wall Street Journal on 7 August for an international monetary specialist for OER.

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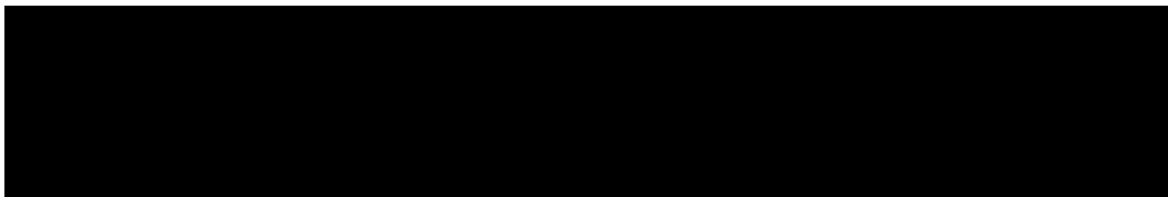
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b. Assistant Dean David A. Raymond of the Georgetown School of Foreign Services requested information regarding the employment of international affairs graduates. He has been sent copies of the professional brochure along with a letter stating that we are in a severely reduced hiring situation.

5. Teaching Career for Retirees: One of the most important requirements for employment as a teacher is current teaching experience. Some of our retirees have the necessary degree credentials but have not taught for many years. Recently, a representative of Retirement Affairs Division met with the Director of Personnel of the Arlington County School System to discuss ways in which current teaching experience may be gained. It appears that working as a substitute teacher (less than 90 days per year) or working in the Adult Education Program are ways our retirees may gain current teaching experience.

6. Summary of Black Employment: Blacks in FY 1973 represented 5.27% of the total Agency population as contrasted to 4.93% in FY 1972. (The overall percentage of blacks in Government was 15.1% in May 1972.) Their average grade has risen from GS-6.66 to GS-6.79 in CIA during 1973. The number of blacks GS-13 and above remained the same (12), but one officer was promoted to GS-15 and two to GS-14. NPIC and OL are the biggest employers of blacks, but we still haven't one black assigned to every Agency office. The grade in which the Agency compares favorably with overall Government statistics is GS-07. 11.2% of our blacks are GS-07 in contrast to 11.3% in the rest of Government.

7. Co-op Program:



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b. An NPIC co-op student was turned down for conversion to staff employment because of security reasons. This is the fourth co-op we have lost since we instituted our Security Reinvestigation Program a year ago. We find that the behavior pattern will change somewhat for certain co-op students during their senior year -- this whole year is spent on the campus.

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